

Taxpayer-Funded Collective Bargaining Expenses in the Federal Government

Fiscal Year 2024
Supplemental Report



Executive Summary

This is a supplemental report to the [Taxpayer-Funded Union Time Usage in the Federal Government report](#). Taxpayer-funded collective bargaining expenses are those expenses paid by federal agencies to engage in collective bargaining, such as negotiating term and midterm collective bargaining agreements (CBAs); process grievances pursuant to the terms of a CBA; engage in mediation, arbitration, and impasse resolution over collective bargaining disputes; arbitral fees; and seven other categories of expenses.¹ This report is intended to support the President's commitment to a more transparent, efficient, and accountable federal government, and specifically improve oversight of the costs imposed by federal sector labor-management relations on the American people.

Based on agency submissions, federal agencies reported that American taxpayers funded approximately \$181.6 million in collective bargaining-related expenses for both union and management during FY 2024. Personnel compensation accounted for approximately \$131.37 million, or 72.3 percent of total costs, reflecting the significant amount of agency staff time devoted to engaging in collective bargaining and dispute resolution. The remaining costs amounted to approximately \$50.24 million (27.7 percent) and consisted of non-personnel expenses, including arbitral fees, travel and lodging, office space, and penalties or settlements.

54 of the 67 agencies covered in this report submitted their collective bargaining expenses data to OPM, representing 89 percent of the total bargaining unit population. 13² agencies did not provide the data required by OPM, representing the remaining 11 percent of the total bargaining unit population.

This supplemental report expands upon previously published information on official time usage by providing a more comprehensive accounting of taxpayer-funded collective bargaining expenses. The FY 2024 TFUT report includes the costs and hours used by union representatives to perform representational activities and does not include the cost for agency management to participate in collective bargaining. In addition to compensation associated with representational activities, it captures a broader range of costs incurred by all agency staff (management and union) throughout the full lifecycle of collective bargaining, from negotiation through administration and dispute resolution. Executive Order 14251, [Exclusions From Federal Labor-Management Relations Programs](#) and Executive Order 14343, [Further Exclusions From the Federal Labor-Management Relations Program](#) do not impact the information contained in this report. The data reflect taxpayer-funded collective bargaining expenses for Fiscal Year 2024, and

¹ The section titled “Agency Reporting Requirements” identifies all collective bargaining expenses collected and analyzed as a part of this report.

² Fifty-four (54) of the 67 agencies covered in this report submitted their collective bargaining expenses data to OPM. The African Development Foundation, U.S. Agency for International Development, U.S. Chemical Safety and Hazard Investigation Board, Department of Homeland Security, Department of State, Export-Import Bank, U.S. Holocaust Memorial Museum, The Kennedy Center, National Endowment for the Arts, National Endowment for the Humanities, National Mediation Board, Presidio Trust, and Smithsonian did not provide the data required by OPM. Numbers include agencies covered by 5 U.S.C. Chapter 71 (including the Transportation Security Administration) and do not include the U.S. Postal Service.

both Executive Orders were issued subsequent to the close of the reporting period and therefore do not affect the data, analysis, or findings presented in this report.

To provide context for the reported costs, agencies also supplied information on CBAs currently in force. Active CBAs require continuous management beyond initial negotiation, including contract administration, interpretation, grievance processing, midterm bargaining, and preparation for successor agreements. The number, scope, and structure of CBAs within an agency influence the level of sustained labor-management activity and associated costs over time.

Taken together, the cost data and information on CBAs currently in force underscore that taxpayer-funded collective bargaining represents a material and ongoing management responsibility for federal agencies. Agencies are expected to use this information to assess workload demands, evaluate resource allocation, and strengthen internal controls associated with labor-management relations. Effective management of these activities is essential to minimizing cost growth while ensuring compliance with applicable law and established labor-management processes.

Data presented in this report establish a baseline for future reporting and will support continued governmentwide oversight. OPM will continue to collect this information to promote transparency, facilitate comparability across agencies, and assist agencies in aligning labor-management relations practices with mission delivery and effective stewardship of public resources.

Agency Reporting Requirements

On March 17, 2025, OPM issued the memorandum entitled “[Further Agency Reporting to OPM on Taxpayer-Funded Collective Bargaining Expenses](#).” The memorandum required agencies subject to the Federal Service Labor-Management Relations Statute to provide certain additional information about the costs of collective bargaining to the American taxpayer to OPM via a provided template. OPM has relied on each agency to report accurate collective bargaining expenses data as follows:

1. The total compensation paid to agency employees (including employees on official time) to:
 - a. negotiate CBAs;
 - b. negotiate midterm agreements;
 - c. process grievances pursuant to grievance-arbitration provisions in CBAs; and
 - d. engage in mediation, arbitration, and impasse resolution in connection with collective bargaining disputes;

2. Total arbitral fees paid to arbitrators hearing grievances pursuant to grievance-arbitration provisions in CBAs;
3. Travel and lodging expenses for agency staff and union staff paid or reimbursed with tax dollars to negotiate collective bargaining agreements;
4. Expenses paid for retaining experts to assist in CBA negotiations;
5. Expenses paid for factfinders, mediators, and arbitrators to settle collective bargaining disputes;
6. Costs of administrative support and purchasing supplies for bargaining, monitoring, and administering CBAs;
7. Costs of acquiring and using technology for bargaining, monitoring, and administrating collectively bargained agreements;
8. The fair market value of agency office space provided to labor unions;
9. Penalties levied related to collective bargaining with labor unions, including but not limited to arbitration awards or monetary settlements provided to workers or unions related to collective bargaining

Taxpayer-Funded Collective Bargaining Expenses Governmentwide Totals

Based on agency submissions, federal agencies reported, unions and management combined, spent approximately \$181,607,932.72 in collective bargaining-related expenses during FY 2024. Personnel compensation³ accounted for \$131,371,173.30 or 72.3 percent of these costs, reflecting the significant amount of agency staff time devoted to negotiating CBAs, engaging in midterm bargaining, processing grievances, and participating in dispute resolution. Non-personnel costs, including arbitral fees, travel, expert services, administrative support, technology, provision of office space, and penalties or settlements, totaled \$50,236,759.42. Monetary figures in the table below may not total due to rounding. See the [Appendix](#) for further information on total costs, by agency.

³ Personnel compensation costs are a total of the agency employee's annualized salary and include benefits costs.

FY 2024 TAXPAYER-FUNDED COLLECTIVE BARGAINING EXPENSES GOVERNMENTWIDE⁴	
Expense Category	Total (USD)
Compensation to Negotiate Term CBAs	\$47,782,041.34
Compensation to Negotiate Midterm Agreements	\$25,707,323.29
Compensation for Mediation, Arbitration, and Impasse Resolution	\$57,881,808.67
Arbitral Fees	\$6,335,210.83
Travel and Lodging	\$1,141,524.59
Expert Assistance	\$276,881.53
Factfinder, Mediator, and Arbitrator Expenses	\$211,506.48
Administrative Support	\$5,621,462.57
Technology	\$2,493,221.28
Office Space (FMV)	\$22,622,518.80
Penalties and Settlements	\$11,534,433.34
Total	\$181,607,932.72

In addition to these bargaining expenses, OPM separately examined costs associated with processing grievances pursuant to grievance-arbitration provisions in CBAs. In FY 2024, compensation related to grievance processing was approximately \$64,743,199.02. This indicates that administering existing agreements, rather than negotiation alone, drives a significant portion of taxpayer-funded expenses and reflect a significant cost of CBAs in the federal government.

CBAs Currently in Force

The cost information summarized above reflects the financial impact of collective bargaining activities across the federal government. To provide context for those costs, agencies also provided information on the CBAs currently in force, offering insight into the scope and structure of labor-management relationships that give rise to these expenditures.

Agencies reported information on active CBAs, including the presence and organizational placement of bargaining units and agreements. This information illustrates the breadth of bargaining coverage governmentwide and helps explain differences in cost patterns observed

⁴ See note 1.

across agencies. Agencies with multiple CBAs, component-level agreements, or agreements covering distinct occupational or geographic groups may experience greater administrative complexity and sustained labor-management activity over time.

The existence of CBAs currently in force also reflects the ongoing nature of collective bargaining obligations. Beyond initial negotiation, active agreements require continuous management, including contract administration, interpretation, grievance processing, midterm bargaining, and preparation for successor agreements. These activities drive recurring personnel and non-personnel costs and are integral to understanding the importance of deliberate management oversight throughout the life of each agreement.

Policy Analysis and Considerations

The FY 2024 data indicate that collective bargaining imposes a substantial and ongoing cost on the federal government, driven primarily by personnel compensation, which represents approximately 79.6 percent of the total taxpayer-funded collective bargaining costs. While these investments reflect labor-management engagement and dispute resolution, they also reflect opportunity costs, as staff time and resources devoted to bargaining are not available for other mission-critical activities.

Consistent with Administration goals of transparency, accountability, and effective government, these findings highlight the importance of monitoring collective bargaining expenditures, promoting efficient negotiation and dispute resolution practices, and ensuring that taxpayer resources are used in a manner that supports both workforce stability and mission outcomes.

Conclusion

Governmentwide data presented in this report demonstrate that taxpayer-funded collective bargaining activities represent a material and ongoing management responsibility for federal agencies. Taken together, the cost information and the contextual data on collective bargaining agreements currently in force highlight the need for sustained oversight across the full lifecycle of bargaining relationships, from negotiation through administration and dispute resolution.

Agencies are expected to actively use this information to assess workload demands, evaluate resource allocation, and strengthen internal controls associated with labor-management relations. This includes examining the drivers of personnel and non-personnel costs, managing official time and related activities, and ensuring that bargaining, contract administration, and dispute resolution processes are conducted efficiently and effectively.

OPM will use the information collected through these reporting requirements to establish a baseline for future reporting that supports governmentwide oversight, promotes transparency to the public, and assists agencies in aligning labor-management relations practices with the Administration's objectives of cost reduction, operational efficiency, and mission delivery.

For further information regarding this report, please contact OPM's Accountability and Workforce Relations at awr@opm.gov.

Appendix: Taxpayer-Funded Collective Bargaining Expenses

Table A: Agency and Compensation Costs (Including Agencies with Missing Data)⁵

This section summarizes agency and union data on compensation-related costs (including salary and benefits) associated with collective bargaining activities, including compensation paid to negotiate CBAs and midterm agreements, process grievances, and perform related representational duties. The table corresponds with #1a., 1b, and 1d. of the [*Further Agency Reporting to OPM on Taxpayer-Funded Collective Bargaining Expenses*](#) data call.

Responding Department/Agency	1a. Total cost of compensation paid to negotiate term CBAs	1b. Total cost of compensation paid to negotiate midterm agreements	1d. Total cost of compensation paid in connection with collective bargaining disputes
U.S. AbilityOne Commission	\$0.00	\$0.00	\$0.00
U.S. Agency for Global Media	\$0.00	\$0.00	\$0.00
AmeriCorps	\$0.00	\$0.00	\$0.00
Armed Forces Retirement Home	\$0.00	\$0.00	\$0.00
U.S. Commission on Civil Rights	\$0.00	\$0.00	\$0.00
Commodity Futures Trading Commission	\$0.00	\$438,801.55	\$174,715.39
Consumer Financial Protection Bureau	\$563,829.77	\$33,763.84	\$34,746.00
Consumer Product Safety Commission	\$0.00	\$0.00	\$0.00
Court Services and Offender Supervision Agency	\$160,375.09	\$0.00	\$0.00
Department of Agriculture	\$1,065,409.83	\$311,077.80	\$323,101.40
Department of Commerce	\$1,374,284.59	\$20,435.01	\$2,536,390.73
Department of Defense	\$8,661,110.40	\$5,350,482.45	\$4,894,810.60
Department of Education	\$639,221.00	\$98,334.00	\$509.00

⁵ See note 2 for Tables A, B, and C which identifies the agencies with missing data.

Responding Department/Agency	1a. Total cost of compensation paid to negotiate term CBAs	1b. Total cost of compensation paid to negotiate midterm agreements	1d. Total cost of compensation paid in connection with collective bargaining disputes
Department of Energy	\$13,673.00	\$0.00	\$26,722.00
Department of Health and Human Services	\$1,324,398.00	\$837,676.00	\$275,393.00
Department of Housing and Urban Development	\$228,269.27	\$367,149.02	\$0.00
Department of Justice	\$20,238,050.00	\$4,214,316.00	\$30,714,721.00
Department of Labor	\$0.00	\$3,858,864.00	\$3,796,128.80
Department of the Interior	\$0.00	\$3,511.00	\$1,355.00
Department of the Treasury	\$691,200.94	\$324,804.76	\$309,872.10
Department of Transportation	\$6,813,535.48	\$404,735.29	\$3,526,204.59
Department of Veterans Affairs	\$5,347.00	\$7,162,245.00	\$6,688,472.00
Environmental Protection Agency	\$586,222.26	\$212,518.06	\$3,074,822.22
Equal Employment Opportunity Commission	\$357,129.00	\$0.00	\$30,458.00
Federal Communications Commission	\$0.00	\$3,402.16	\$0.00
Federal Deposit Insurance Corporation	\$64,288.00	\$61,584.00	\$0.00
Federal Election Commission	\$84,897.19	\$0.00	\$0.00
Federal Energy Regulatory Commission	\$43,896.00	\$0.00	\$0.00
Federal Housing Finance Administration	\$225,383.11	\$102,892.29	\$0.00
Federal Mediation and Conciliation Service	\$0.00	\$0.00	\$0.00
Federal Trade Commission	\$0.00	\$0.00	\$0.00
General Services Administration	\$12,503.00	\$0.00	\$1,747.68
Institute of Museum and Library Services	\$0.00	\$0.00	\$0.00

Responding Department/Agency	1a. Total cost of compensation paid to negotiate term CBAs	1b. Total cost of compensation paid to negotiate midterm agreements	1d. Total cost of compensation paid in connection with collective bargaining disputes
International Boundary and Water Commission, US and Mexico, US Section	\$0.00	\$0.00	\$0.00
U.S. International Development Finance Corporation	\$307,130.08	\$0.00	\$0.00
U.S. International Trade Commission	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	\$284,064.00	\$136,954.00	\$153,525.00
Millennium Challenge Corporation	\$2,794,713.00	\$0.00	\$0.00
National Aeronautics and Space Administration	\$232,399.74	\$16,423.03	\$124,818.20
National Archives and Records Administration	\$0.00	\$0.00	\$24,817.00
National Credit Union Administration	\$0.00	\$30,983.00	\$4,820.00
National Gallery of Art	\$0.00	\$0.00	\$0.00
National Labor Relations Board	\$0.00	\$21,483.39	\$436,613.75
National Science Foundation	\$0.00	\$0.00	\$0.00
National Transportation Safety Board	\$0.00	\$0.00	\$0.00
Nuclear Regulatory Commission	\$0.00	\$130,119.00	\$0.00
U.S. Office of Personnel Management	\$0.00	\$276,087.55	\$0.00
Peace Corps	\$32,509.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	\$115,617.75	\$42,098.65	\$184,334.30
Pretrial Services Agency	\$341,082.11	\$2,252.98	\$0.00
Railroad Retirement Board	\$235,639.14	\$0.00	\$42,543.92
Securities and Exchange Commission	\$46,252.00	\$1,124,382.00	\$447,712.00

Responding Department/Agency	1a. Total cost of compensation paid to negotiate term CBAs	1b. Total cost of compensation paid to negotiate midterm agreements	1d. Total cost of compensation paid in connection with collective bargaining disputes
Small Business Administration	\$239,611.59	\$17,967.45	\$44,606.99
Social Security Administration	\$0.00	\$101,980.00	\$7,848.00
Total	\$47,782,041.34	\$25,707,323.29	\$57,881,808.67

Table B: Dispute Resolution and Administrative Costs (Including Agencies with Missing Data)⁶

This section summarizes agency and union costs related to dispute resolution and administrative support, including arbitral fees, travel and lodging, and other administrative expenses incurred in support of collective bargaining and grievance processing activities. The table corresponds with #2-5 of the [Further Agency Reporting to OPM on Taxpayer-Funded Collective Bargaining Expenses](#) data call.

Responding Department/Agency	2. Total cost of arbitral fees	3. Total cost of travel and lodging	4. Total cost of expert expenses paid to assist in negotiations	5. Total cost of expenses paid to factfinders, mediators, and arbitrators
U.S. AbilityOne Commission	\$0.00	\$0.00	\$0.00	\$0.00
U.S. Agency for Global Media	\$0.00	\$0.00	\$0.00	\$0.00
AmeriCorps	\$0.00	\$0.00	\$0.00	\$0.00
Armed Forces Retirement Home	\$0.00	\$0.00	\$0.00	\$0.00
U.S. Commission on Civil Rights	\$0.00	\$0.00	\$0.00	\$0.00
Commodity Futures Trading Commission	\$0.00	\$0.00	\$0.00	\$0.00
Consumer Financial Protection Bureau	\$0.00	\$0.00	\$21,624.00	\$0.00
Consumer Product Safety Commission	\$0.00	\$0.00	\$0.00	\$0.00
Court Services and Offender Supervision Agency	\$0.00	\$0.00	\$0.00	\$0.00
Department of Agriculture	\$61,613.16	\$50,646.45	\$0.00	\$12,348.43
Department of Commerce	\$0.00	\$557.00	\$0.00	\$0.00
Department of Defense	\$440,193.00	\$288,904.83	\$0.00	\$125,509.96
Department of Education	\$0.00	\$0.00	\$0.00	\$0.00
Department of Energy	\$4,800.00	\$0.00	\$0.00	\$0.00
Department of Health and Human Services	\$13,913.00	\$111,729.00	\$49,751.00	\$0.00

⁶ See note 2 for Tables A, B, and C which identifies the agencies with missing data.

Responding Department/Agency	2. Total cost of arbitral fees	3. Total cost of travel and lodging	4. Total cost of expert expenses paid to assist in negotiations	5. Total cost of expenses paid to factfinders, mediators, and arbitrators
Department of Housing and Urban Development	\$61,400.00	\$0.00	\$0.00	\$0.00
Department of Justice	\$262,948.00	\$40,976.00	\$0.00	\$0.00
Department of Labor	\$13,500.00	\$154,413.70	\$0.00	\$0.00
Department of the Interior	\$1,650.00	\$40,181.49	\$21,300.00	\$0.00
Department of the Treasury	\$451,835.75	\$0.00	\$0.00	\$4,325.00
Department of Transportation	\$260,267.00	\$246,600.74	\$51,554.03	\$4,494.09
Department of Veterans Affairs	\$4,591,629.00	\$189,843.00	\$17,078.00	\$64,829.00
Environmental Protection Agency	\$17,149.00	\$4,155.54	\$0.00	\$0.00
Equal Employment Opportunity Commission	\$0.00	\$0.00	\$0.00	\$0.00
Federal Communications Commission	\$0.00	\$0.00	\$0.00	\$0.00
Federal Deposit Insurance Corporation	\$14,422.92	\$0.00	\$15,892.50	\$0.00
Federal Election Commission	\$0.00	\$0.00	\$0.00	\$0.00
Federal Energy Regulatory Commission	\$0.00	\$0.00	\$0.00	\$0.00
Federal Housing Finance Administration	\$0.00	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	\$0.00	\$0.00	\$0.00	\$0.00
Federal Trade Commission	\$0.00	\$0.00	\$0.00	\$0.00
General Services Administration	\$0.00	\$0.00	\$0.00	\$0.00
Institute of Museum and Library Services	\$0.00	\$0.00	\$0.00	\$0.00
International Boundary and Water Commission, US and Mexico, US Section	\$0.00	\$0.00	\$0.00	\$0.00

Responding Department/Agency	2. Total cost of arbitral fees	3. Total cost of travel and lodging	4. Total cost of expert expenses paid to assist in negotiations	5. Total cost of expenses paid to factfinders, mediators, and arbitrators
U.S. International Development Finance Corporation	\$0.00	\$0.00	\$0.00	\$0.00
U.S. International Trade Commission	\$0.00	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	\$0.00	\$7,055.00	\$0.00	\$0.00
Millennium Challenge Corporation	\$0.00	\$0.00	\$99,682.00	\$0.00
National Aeronautics and Space Administration	\$0.00	\$6,461.84	\$0.00	\$0.00
National Archives and Records Administration	\$12,700.75	\$0.00	\$0.00	\$0.00
National Credit Union Administration	\$0.00	\$0.00	\$0.00	\$0.00
National Gallery of Art	\$0.00	\$0.00	\$0.00	\$0.00
National Labor Relations Board	\$10,848.35	\$0.00	\$0.00	\$0.00
National Science Foundation	\$0.00	\$0.00	\$0.00	\$0.00
National Transportation Safety Board	\$0.00	\$0.00	\$0.00	\$0.00
Nuclear Regulatory Commission	\$0.00	\$0.00	\$0.00	\$0.00
U.S. Office of Personnel Management	\$0.00	\$0.00	\$0.00	\$0.00
Peace Corps	\$0.00	\$0.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	\$0.00	\$0.00	\$0.00	\$0.00
Pretrial Services Agency	\$0.00	\$0.00	\$0.00	\$0.00
Railroad Retirement Board	\$5,600.00	\$0.00	\$0.00	\$0.00
Securities and Exchange Commission	\$0.00	\$0.00	\$0.00	\$0.00
Small Business Administration	\$11,400.00	\$0.00	\$0.00	\$0.00
Social Security Administration	\$99,340.90	\$0.00	\$0.00	\$0.00

Responding Department/Agency	2. Total cost of arbitral fees	3. Total cost of travel and lodging	4. Total cost of expert expenses paid to assist in negotiations	5. Total cost of expenses paid to factfinders, mediators, and arbitrators
Total	\$6,335,210.83	\$1,141,524.59	\$276,881.53	\$211,506.48

Table C: Technology, Space, and Penalties (Including Agencies with Missing Data)⁷

This section includes agency and union costs associated with technology, facilities, space, and penalties related to collective bargaining, including the fair market value of office space provided to labor organizations and penalties or monetary awards arising from collective bargaining disputes. The table corresponds with #6-9 of the [Further Agency Reporting to OPM on Taxpayer-Funded Collective Bargaining Expenses](#) data call.

Responding Department/Agency	6. Total costs of administrative support	7. Total costs of acquiring and using technology for CBAs	8. Total cost of the fair market value of office space	9. Total cost of penalties levied related to collective bargaining
U.S. AbilityOne Commission	\$0.00	\$0.00	\$0.00	\$0.00
U.S. Agency for Global Media	\$0.00	\$0.00	\$43,787.00	\$0.00
AmeriCorps	\$0.00	\$22,400.00	\$129,984.65	\$0.00
Armed Forces Retirement Home	\$0.00	\$0.00	\$0.00	\$0.00
U.S. Commission on Civil Rights	\$0.00	\$0.00	\$0.00	\$0.00
Commodity Futures Trading Commission	\$0.00	\$0.00	\$15,000.00	\$0.00
Consumer Financial Protection Bureau	\$0.00	\$0.00	\$11,735.00	\$0.00
Consumer Product Safety Commission	\$0.00	\$0.00	\$4,000.00	\$0.00
Court Services and Offender Supervision Agency	\$0.00	\$0.00	\$49,678.00	\$0.00
Department of Agriculture	\$142,554.97	\$167,877.31	\$198,770.77	\$95,673.55
Department of Commerce	\$0.00	\$56,654.00	\$92,777.00	\$0.00
Department of Defense	\$154,105.70	\$250,223.95	\$10,456,864.29	\$663,031.80
Department of Education	\$0.00	\$76,085.00	\$96,150.00	\$0.00
Department of Energy	\$200.00	\$0.00	\$113,224.00	\$100,000.00
Department of Health and Human Services	\$216,349.00	\$36,712.00	\$339,475.00	\$1,275,816.00

⁷ See note 2 for Tables A, B, and C which identifies the agencies with missing data.

Responding Department/Agency	6. Total costs of administrative support	7. Total costs of acquiring and using technology for CBAs	8. Total cost of the fair market value of office space	9. Total cost of penalties levied related to collective bargaining
Department of Housing and Urban Development	\$57,744.00	\$0.00	\$345,463.50	\$2,460,307.00
Department of Justice	\$32,395.00	\$13,326.00	\$1,104,842.00	\$1,442,446.00
Department of Labor	\$0.00	\$0.00	\$11,072.90	\$0.00
Department of the Interior	\$0.00	\$350.00	\$57,082.95	\$0.00
Department of the Treasury	\$2,600,300.00	\$191,594.23	\$259,996.02	\$1,714,302.60
Department of Transportation	\$895,260.12	\$238,951.90	\$2,326,288.22	\$13,828.80
Department of Veterans Affairs	\$588,327.00	\$37,050.00	\$5,460,488.00	\$3,320,606.00
Environmental Protection Agency	\$0.00	\$0.00	\$337,143.92	\$15,886.39
Equal Employment Opportunity Commission	\$640.00	\$403,284.00	\$2,658.00	\$0.00
Federal Communications Commission	\$0.00	\$0.00	\$16,913.66	\$0.00
Federal Deposit Insurance Corporation	\$0.00	\$0.00	\$56,464.12	\$327,258.00
Federal Election Commission	\$0.00	\$0.00	\$32,890.32	\$0.00
Federal Energy Regulatory Commission	\$0.00	\$0.00	\$12,766.50	\$0.00
Federal Housing Finance Administration	\$0.00	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	\$0.00	\$0.00	\$0.00	\$0.00
Federal Trade Commission	\$34,700.00	\$3,196.00	\$6,226.00	\$0.00
General Services Administration	\$0.00	\$0.00	\$361,295.00	\$0.00
Institute of Museum and Library Services	\$0.00	\$0.00	\$0.00	\$0.00
Inter-American Foundation	\$0.00	\$0.00	\$0.00	\$0.00

Responding Department/Agency	6. Total costs of administrative support	7. Total costs of acquiring and using technology for CBAs	8. Total cost of the fair market value of office space	9. Total cost of penalties levied related to collective bargaining
International Boundary and Water Commission, US and Mexico, US Section	\$0.00	\$0.00	\$0.00	\$0.00
U.S. International Development Finance Corporation	\$0.00	\$0.00	\$0.00	\$0.00
U.S. International Trade Commission	\$0.00	\$0.00	\$28,017.60	\$0.00
Merit Systems Protection Board	\$0.00	\$0.00	\$0.00	\$0.00
Millennium Challenge Corporation	\$0.00	\$0.00	\$4,800.00	\$0.00
National Aeronautics and Space Administration	\$0.00	\$5,961.50	\$78,584.38	\$0.00
National Archives and Records Administration	\$0.00	\$0.00	\$0.00	\$0.00
National Credit Union Administration	\$0.00	\$0.00	\$6,272.00	\$0.00
National Gallery of Art	\$0.00	\$6,984.00	\$8,843.00	\$0.00
National Labor Relations Board	\$19,031.78	\$13,295.39	\$21,866.62	\$26,044.20
National Science Foundation	\$0.00	\$650.00	\$14,590.00	\$0.00
National Transportation Safety Board	\$0.00	\$0.00	\$6,639.59	\$0.00
Nuclear Regulatory Commission	\$0.00	\$9,805.00	\$24,907.00	\$0.00
U.S. Office of Personnel Management	\$0.00	\$0.00	\$79,179.00	\$0.00
Peace Corps	\$0.00	\$0.00	\$9,308.00	\$0.00
Pension Benefit Guaranty Corporation	\$0.00	\$0.00	\$12,674.74	\$0.00
Pretrial Services Agency	\$0.00	\$0.00	\$91,584.00	\$0.00
Railroad Retirement Board	\$0.00	\$0.00	\$49,981.05	\$79,233.00

Responding Department/Agency	6. Total costs of administrative support	7. Total costs of acquiring and using technology for CBAs	8. Total cost of the fair market value of office space	9. Total cost of penalties levied related to collective bargaining
Securities and Exchange Commission	\$14,999.00	\$12,716.00	\$39,837.00	\$0.00
Small Business Administration	\$0.00	\$0.00	\$123,684.00	\$0.00
Social Security Administration	\$864,856.00	\$946,105.00	\$78,714.00	\$0.00
Total	\$5,621,462.57	\$2,493,221.28	\$22,622,518.80	\$11,534,433.34



U.S. Office of Personnel Management

**Workforce Policy and Innovation (WPI)
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